

**COUNTY OF SAN DIEGO, CALIFORNIA**  
**BOARD OF SUPERVISORS POLICY**

**Subject**

Legislative Policy: Federal and State Employee Benefits Legislation

**Policy  
Number**

M-51

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**Purpose**

To establish legislative policy guidelines to enhance the ability of the County's Washington and Sacramento representatives to provide timely input to legislators concerning the County's interest in legislation related to Employee Benefits.

**Background**

In recent years, there has been a disproportionate amount of federal and state legislation enacted and legislative proposals introduced aimed at mandating employee group health and welfare benefits. The types of mandates most common include the following:

Those aimed at increasing the number of employees or family members who may participate in existing County-sponsored plans; and

Those aimed at increasing the types or levels of services which are covered in existing County-sponsored plans; and

Those aimed at requiring the County to provide previously optional group health and welfare plans to employees, and to pay at least part of the cost (examples of such optional plans include health, dental, vision and life insurance); and

Those aimed at mandatory parental leaves; and

Those aimed at taxation of benefits paid by employers.

Such legislation continually erodes the authority of local agencies to negotiate issues in the meet and confer process. Under existing law, a local agency has the ability to provide these benefits voluntarily. For example, San Diego County has an extended leave plan that can accommodate necessary parental leave requirements. The County also has sponsored a child day care center for children of employees. The meet and confer process to negotiate a variety of these benefits affords the County the ability to manage the cost impacts to the County and to respond to the particular concerns of its employees.

**Policy**

It shall be the legislative policy of the County of San Diego with regard to legislation affecting employee benefits to:

1. Oppose legislation which would mandate the County to provide specific group health and welfare benefits to its employees.

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2. Oppose legislative efforts that would increase costs to the County for mandated employee group health and welfare benefits.
3. Oppose employee group health and welfare benefits legislation that does not provide for full reimbursement to the County for mandated costs.
4. Oppose legislation which would mandate local governments to offer a benefit which is currently a negotiable item.
5. Oppose legislation which would require local public agencies to maintain time banks which would allow employees to donate their leave time to be used by another employee.
6. Oppose unreimbursed mandates which would require local public entities to provide child rearing leave.
7. Oppose unreimbursed mandates which would require local public agencies to provide child care facilities for employees.
8. Oppose legislation which would require taxation of nonelective deferred benefits, such as vacation, sick and compensatory time.
9. Support legislation which would maintain the current status of issues subject to the meet and confer process.
10. Support employee health programs which are substantially or fully funded by state or federal revenues.

**CAO Reference**

1. Office of Employee Services
2. Office of Intergovernmental and Public Affairs

**Sunset Date**

1-1-93

**Board Action**

11-10-87 (84)